

PEER REVIEW HISTORY

BMJ Open publishes all reviews undertaken for accepted manuscripts. Reviewers are asked to complete a checklist review form (<http://bmjopen.bmj.com/site/about/resources/checklist.pdf>) and are provided with free text boxes to elaborate on their assessment. These free text comments are reproduced below.

ARTICLE DETAILS

TITLE (PROVISIONAL)	Burnout and Compassion Fatigue Among Organ and Tissue Donation Coordinators: A Scoping Review
AUTHORS	Silva e Silva, Vanessa; Hornby, Laura; Almost, Joan; Lotherington, Ken; Appleby, Amber; Silva, Amina; Rochon, Andrea; Dhanani, Sonny

VERSION 1 – REVIEW

REVIEWER	Laura Buckley University of Toronto, Canada
REVIEW RETURNED	22-Jun-2020

GENERAL COMMENTS	<p>Thank you for the opportunity to participate in your review process! I am very happy to be apart of such an important and necessary manuscript. Please find my suggestions below:</p> <p>1) Page 5, line 9; I think it could be helpful to have a short description of OTDCs ex: do they usually work from within a critical care unit or remotely? (thinking about exposure), what, if any additional training are they given? Are they usually RNs from a specific area? This paragraph is great, it would just be enhanced by an increased description of the target population to set the stage for "why or why not" these particular nurses may differ from results in other types of nurses.</p> <p>2) Page 5, line 60: I would rephrase this to "develop a comprehensive description of burnout and CF in OTDCs" (because the way it is expressed now seems like you are going to "redefine" these already well defined concepts.)</p> <p>3) Page 5, line 60: Both factors, burnout and CF, are measurable with validated tools. Were prevalence or scores included in any of these studies? If so, it may be a point of interest to add and comment on how these results are similar or different to general nursing populations.</p> <p>4) Page 6, line 7; you can usually include a link to your protocol if published online</p> <p>5) Page 11, line 20; the definition of specifically 'emotional exhaustion', as a sub category from burnout needs to be differentiated from the definition of 'general exhaustion'.</p> <p>6) Page 13, line 11; " that negatively affect their feelings of personal accomplishment"</p> <p>7) Page 15, line 38; put reference (39) within the period</p>
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	<p>8) Page 16, line 43; put references within the period</p> <p>9) Page 17, line 34; put references within the period</p> <p>10) page 17, line 47; put references within the period</p> <p>11) Page 17, line 64; put references within the period - this continues to happen for any end of sentence refs throughout the rest of the paper, so just revise the doc for that small correction throughout.</p> <p>12) Just as a suggestion, it may be interesting to comment on how these results are similar/different to results found in other nursing populations. It is a very unique experience these providers have so I would be interested to know if this results in unique outcomes! Thank you for endeavoring to further explore and describe factors related to burnout and compassion fatigue in OTDCs! This is an extremely important position that is often overlooked in the critical care provider well-being literature. Your scoping review will set the stage for further investigation into the well-being of this integral population.</p>
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REVIEWER	Sean Dicks University of Canberra Australia
REVIEW RETURNED	02-Aug-2020

GENERAL COMMENTS	<p>Manuscript ID bmjopen-2020-040783, entitled "Burnout and Compassion Fatigue Among Organ and Tissue Donation Coordinators: A Scoping Review."</p> <p>Thank you for the opportunity to review this manuscript. Understanding the impact of working in the organ donation field is a relevant topic, and this consolidation of what is known (in terms of burnout and CF) about the impact on coordinators is timely. The authors thoroughly describe the methods used to conduct this scoping review, and their literature search seems appropriate. The five categories used when consolidating findings provides the reader with an easy-to-read understanding of the topic and clearly highlights its importance.</p> <p>I feel that donation coordinators and managers of donation coordinators will find value in this paper, in addition to the value in terms of consolidating knowledge and identifying future research needs.</p> <p>There are a few aspects of the manuscript which could be improved on:</p> <ol style="list-style-type: none"> 1. Abbreviations are not used consistently – for example, sometimes CF is used and other times the full term, "compassion fatigue" is used 2. Spelling – eg behavior, behavioural / grey, gray – is inconsistent at times 3. English language use can be improved by simplifying some of the longer sentences <p>These matters relate to the text rather than the content or value of the manuscript and will be easily improved on. I have made some hand-written notes on the included pdf copy of the manuscript. I hope these will assist the authors.</p> <p>Related to the understanding of the manuscript and the identification of "findings":</p>
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	<p>1. In the abstract, authors say that researchers have not clearly mentioned “terms”. When I first read this, I was not sure what they meant. I think I later figured it out. I suggest the sentence could read, “Researchers did not use consistent terms when referring to CF and burnout.” If I understand it correctly, I suggest that in the abstract or later in the limitations, authors could add: “This may have contributed to us missing relevant articles, and future researchers should use more consistent terminology.”</p> <p>2. Authors describe some overlap in the symptoms of CF and burnout (p11, p16). I think that this should be commented on in the conclusion.</p> <p>For example, “Overlap was found between symptoms related to CF and those related to burnout, and the prevalence of burnout has been found to be positively related to incidence of CF among OTDCs. We therefore suggest that future research should explore the interaction and potential mutual influence between CF and burnout rather than only focusing on these phenomena separately.”</p> <p>Other than these comments, I feel the authors have produced a worthy scoping review that will be of use to researchers and those working in the field. Good luck with adjusting and publishing your article.</p> <p>Sean Dicks</p> <p>- The reviewer provided a marked copy with additional comments. Please contact the publisher for full details.</p>
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VERSION 1 – AUTHOR RESPONSE

Reviewer 1	Response to reviewer’s comments
1) Page 5, line 9; I think it could be helpful to have a short description of OTDCs ex: do they usually work from within a critical care unit or remotely? (thinking about exposure), what, if any additional training are they given? Are they usually RNs from a specific area? This paragraph is great, it would just be enhanced by an increased description of the target population to set the stage for "why or why not" these particular nurses may differ from results in other types of nurses.	Introduced a short description related to the specificities of the target population on page 6 (lines 18-32), which now reads like: “OTDCs are usually registered nurses equipped with clinical expertise, interpersonal skills, and critical care background. They receive specific training from the Organ Donation Organization (ODO) to learn how to manage organ donation cases and provide adequate support to hospital staff and families during all steps of the donation process. They play a role in supporting the detection of potential donors, approaching families for consideration of organ donation, maintenance of donors, and connecting the hospital with external resources at the ODO”
2) Page 5, line 60: I would rephrase this to "develop a comprehensive description of burnout and CF in OTDCs" (because the way it is expressed now seems like you are going to "redefine" these already well defined concepts).	Rephrased on page 7 (line 20).

3) Page 5, line 60: Both factors, burnout and CF, are measurable with validated tools. Were prevalence or scores included in any of these studies? If so, it may be a point of interest to add and comment on how these results are similar or different to general nursing populations.	We agree this would be interesting, however, the lack of standardization in regards to the variables used for correlations in different studies prevents us to provide a fair comparison of burnout levels among different nursing populations. This may be a good point for future research, though.
4) Page 6, line 7; you can usually include a link to your protocol if published online.	Page 7 line 38: We updated the article citation including the DOI for the ahead of print article that is available online. Reference #15 now reads: "15. Silva e Silva V, Hornby L, Almost J, et al. Burnout and compassion fatigue among organ donation coordinators: a scoping review protocol. JBI Evidence Synthesis 2020;Online First doi: 10.11124/JBISIR-D-19-00256"
5) Page 11, line 20; the definition of specifically 'emotional exhaustion', as a sub category from burnout needs to be differentiated from the definition of 'general exhaustion'.	Clarification related to the definition was added on page 13 (line 34-36). "Emotional exhaustion, when measured as an underlying factor of burnout, refers to the feeling of depletion due to the accumulated stress in the workplace, and it [...]"
6) Page 13, line 11; " that negatively affect their feelings of personal accomplishment".	Modified on page 14 (line 34).
7) Page 15, line 38; put reference (39) within the period. 8) Page 16, line 43; put references within the period. 9) Page 17, line 34; put references within the period. 10) page 17, line 47; put references within the period. 11) Page 17, line 64; put references within the period - this continues to happen for any end of sentence refs throughout the rest of the paper, so just revise the doc for that small correction throughout.	Regarding to the citation style, BMJ Open uses a house citation style, which consists of a modified version of the Vancouver style. In the instruction for authors it is requested that " reference numbers in the text should be inserted immediately after punctuation (with no word spacing)—for example,[6] not [6]." But we did identify references within the period and modified those to reflect BMJ Open requirements.
12) Just as a suggestion, it may be interesting to comment on how these results are similar/different to results found in other nursing populations.	We agree this would be interesting, however, the lack of standardization in regards to the variables used for correlations in different studies prevents us to provide a fair comparison of burnout levels among different nursing populations. This may be a good point for future research, though.
Reviewer 2	

1) Abbreviations are not used consistently – for example, sometimes CF is used and other times the full term, “compassion fatigue” is used.	Reviewed and changed throughout the document.
2) Spelling – eg behavior, behavioural / grey, gray – is inconsistent at times.	Reviewed and changed throughout the document.
3) English language use can be improved by simplifying some of the longer sentences These matters relate to the text rather than the content or value of the manuscript and will be easily improved on. I have made some hand-written notes on the included pdf copy of the manuscript. I hope these will assist the authors.	The hand-written suggestions made in the PDF copy of the manuscript were reviewed and incorporated in the main document.
4) In the abstract, authors say that researchers have not clearly mentioned “terms”. When I first read this, I was not sure what they meant. I think I later figured it out. I suggest the sentence could read, “Researchers did not use consistent terms when referring to CF and burnout.” If I understand it correctly, I suggest that in the abstract or later in the limitations, authors could add: “This may have contributed to us missing relevant articles, and future researchers should use more consistent terminology.”	Modified on page 3 (lines 10-15) and page 3 (lines 1-2): “Researchers described burnout and CF characteristics but did not use consistent terms when referring to CF and burnout, which may have hindered the identification of all relevant sources. This gap should be addressed by the application of consistent terminology, [...]” Page 3 (line 47-48) added: “there was a lack of consistency in the use of terminology about burnout and compassion fatigue” Also added on page 10 (lines 31-34): “Researchers did not use consistent terms when referring to burnout and CF, but through qualitative thematic analysis approach we were able to identify 13 themes that were grouped into five categories (Table 2):”
5) Authors describe some overlap in the symptoms of CF and burnout (p11, p16). I think that this should be commented on in the conclusion.	Modifications addressed on page 24 (line 24-27). “Overlap was found between symptom related to CF and those related to burnout. The prevalence of burnout has been found to be positively related to incidence of CF among OTDCs.”

VERSION 2 – REVIEW

REVIEWER	Laura Buckley University of Toronto, Canada
REVIEW RETURNED	28-Sep-2020
GENERAL COMMENTS	I recommend this article for publication. The authors have thoroughly addressed both the reviewer's feedback and the manuscript is much more clear and concise in this updated version. I look forward to following the well-being research in the OTDC population that stems from this article.

REVIEWER	Sean Dicks University of Canberra, Australia
REVIEW RETURNED	02-Oct-2020

GENERAL COMMENTS	<p>The changes made improve the flow of the article and the language aspect. The study is useful and the findings will be of benefit to OTDCs and organ donation teams. I have attached a word document with a few final text-level suggestions.</p> <p>- The reviewer provided a marked copy with additional comments. Please contact the publisher for full details.</p>
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VERSION 2 – AUTHOR RESPONSE

Thank you very much for your feedback. We addressed all final text-level suggestions.